



OFFICIAL NEWSLETTER OF CUPW 730 / APRIL 2021

# INSIDE OUT

## LOCAL ELECTION EDITION



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VOTING TIMES & CANDIDATE INFORMATION

### BUILDING POWER TO WIN

AN UPDATE FROM THE FLOOR

### NEGOTIATIONS 2022

THE 97 DEMANDS PROPOSED BY OUR LOCAL

### BILL MACDONALD

REMEMBERING A PIONEER



EMPOWER ORGANIZE RESIST

**INSIDEOUT** is the monthly publication of the Edmonton Local of CUPW.

This newsletter aspires to educate and inform members and affiliates about our union's activities, opportunities, and challenges, as well as to raise awareness regarding all things labour.

Opinions expressed are those of the author and not necessarily the official views of the Local.

The Communications Committee (responsible for this publication) is always interested in submissions of original articles, photographs, or illustrations. Prospective material must always concern CUPW or the labour movement, but submissions of general interest to the membership will also be considered.

We will also publish Letters to the Editor should you feel an issue requires further discussion. All submissions are subject to editing for brevity, clarity, etc.

To make a submission, or to get involved, contact the Communications Committee at [communications730@gmail.com](mailto:communications730@gmail.com).

Communications Committee members:

- Natasha Fryzuk
- Kyle Turner
- Wendy Crispin
- Chris Pilgrim

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Roland Schmidt  
[union@cupwedm.net](mailto:union@cupwedm.net)



**SECRETARY-TREASURER**  
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[Treasurer@cupwedm.net](mailto:Treasurer@cupwedm.net)



**GRIEVANCE**  
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**HEALTH & SAFETY**  
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[Health.Safety@cupwedm.net](mailto:Health.Safety@cupwedm.net)

## LOCAL EXECUTIVE TABLE OFFICERS



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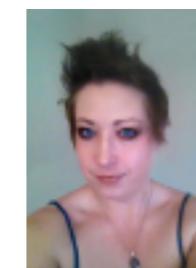
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# PRESIDENT'S REPORT MARCH 2021

## HARD TRUTHS

This past month, our entire Executive has been hyper-focused on providing our members opportunities to learn about and participate in creating resolutions for our upcoming negotiation demands. Between the resolutions oversight working group and the development workshops for each major classification, we will have around 50 motions that propose improvements to our working conditions between today and the March 13 special GMM.

This is a wonderful example of economic democracy: workers using their own lived experience to advocate for gains based on the labour value they've contributed to Canada Post. A big thanks to everyone coming out to participate in this important opportunity and especially Karry and all those helping her review, discuss, and prepare the many, many motion proposals.

As creative and empowering as our resolution formulation process can be, negotiations itself is a very different beast and often very misunderstood. Some think negotiations are simply about two sides compromising in the middle. Others think a clever negotiator will heroically bombard the other side into submission with facts and logic. In truth, the dynamic of a negotiation is determined not by the individual prowess of a negotiator but by the broader political context it exists

within: who can create leverage and what they are willing to do to exercise that leverage.

Our experience in every Canada Post negotiation round since the mid-90s paints a very clear picture: no matter how rational our arguments are in bargaining or how comprehensive and perfect our evidence is in arbitration, CPC will never concede to our demands unless forced by a sustained strike or the credible threat thereof.

Our dilemma, of course, is how constant back-to-work legislation and National's unwillingness to even try fighting it completely nukes any credible threat a strike could wield. If we ignore or refuse to confront this very uncomfortable reality directly, we will maintain the trajectory established in the 90s: continual rollbacks and a decline in our protections and benefits. Even if we never get to the point of being ready to defy, it's strategically essential for us to at least give the appearance of it to create any leverage! Either way, the right play is to build organizing capacity.

This is a hard truth and, sadly, the only alternative would be deceiving you. Think of it this way: would we rather have a group of leaders and organizers perpetually talking about and trying to build toward the only possibility of breaking this vicious cycle, or would we rather pretend everything was all right and do nothing?

One approach gives us a chance at bettering our lives as well as revitalizing the entire labour movement. The other offers us what we've had for the last 30-or-so-years: degradation. If we want our negotiation resolutions to have any traction, we need to keep winning other locals over to the understanding that our only leverage exists in the collective willingness of our members to organize, mobilize, and fight.

For the past two years, I'm proud to say our local has confronted this reality instead of hiding from it. The pandemic put our more intense, group-dependent organizing efforts on hold, but we're primed to hit the ground running as soon as it's safe to do so. The 200+ members trained in the Taking Back Our Workfloor organizer course will be encouraged to immediately refine their skills with an advanced organizer course we're near completing.

The moment provincial health restrictions allow, organizers from our local will be visiting other locals throughout the prairie region (and beyond) to help them embrace an organizing first strategy. Best case scenario, we can get back to our plan well before the demand ratification process. In the meantime, our 1st VP (Organizing) Devon has been marshalling our Building Power to Win campaign volunteers to educate our members about the bargaining

process. In the next week, volunteers from each facility should be handing out bargaining surveys and doing one-on-ones.

Parallel to the organizing challenges brought by C19, we've established some quality virtual opportunities. Last month marked the successful webinar trial run of "Welcome to CUPW." This week, we launch our reading group on Jean-Claude Parrot's memoir "My Union, My Life," which explores the height of CUPW's strength. If you want to understand what makes any union powerful, why our union is no longer powerful, and the tangible ways we can reclaim our power, this book will walk you through every step and inspire you along the way. Natasha Fryzuk and Todd Vipond are our hosts and they have kindly prepared readings and discussion outlines and questions. Free copies of the book are available at the office and you can still register by checking out the calendar listings on our website before the first session on March 11.

On the communications front, special acknowledgement should be given to our newsletter and website teams. Out of curiosity, I asked one of our National Vice-Presidents if they were aware of any other locals with an outreach model similar to ours, with a weekly dispatch, monthly newsletter, and regular website updates. They said, "Absolutely not."

This isn't intended as a competitive statement but to give credit where it's due: there's a direct correlation between the increase in member participation in our local and the information made easily and widely available to our members. This is made possible by the excellent work of our Communications Committee activists: Natasha (the chair), Wendy (our lead editor), Kyle, Kristine, and Chris.

Speaking of our volunteer web-savant, Chris Pilgrim, he's been working tirelessly on a gigantic update for the website that will allow better calendar event promotion, main page features, search functionality, and a merch store. Websites are necessary for present-day outreach, especially during a pandemic, and without Chris we wouldn't have such a robust resource for our members to rely on. After putting in hundreds of free hours

***"...no matter how rational our arguments are in bargaining or how comprehensive and perfect our evidence is in arbitration, CPC will never concede to our demands unless forced by a sustained strike or the credible threat thereof."***

to code every specific requested design element, I begged him to finally accept a couple of book-offs for website work. Thanks for the extensive sharing of your skills, brother, and for not unionizing against us!

To close, I feel I should acknowledge the local Executive elections.

Competition for leadership roles is a valuable chance for our members to assert what we want from our representatives. If you've been attending our GMMs or reading our weekly dispatches, you will have a very clear idea of what I represent and how I want us to reform not only our local but our entire union. If you don't support the direction I've advocated, you have the chance to support someone else.

If this is to be my last report to you, thank you for your courage and the opportunity to try and turn our union into a credible fighting force again. Hopefully I can earn three more years to properly realize this objective. Regardless of who is elected as our local President next month, another hard truth remains for CUPW as we move into the next round of negotiations: there can be no victory without struggle. How we vote will drastically shape how we confront this challenge as well as the direction of our Local for the next three years.

Please come vote at the union hall on either March 31 (7 am to 7 pm) or April 10 (11 am to 5 pm). Health protocols are in place to guarantee your safety. Donating just one hour to choose who you want leading and organizing our local during negotiations (and potentially a strike) will be very well worth your time.

**ROLAND SCHMIDT (HE/HIM)**



**PRESIDENT  
LOCAL 730 / EDMONTON & AFFILIATES  
CANADIAN UNION OF POSTAL WORKERS**



# LOCAL ELECTIONS

## EXECUTIVE ELECTIONS 2021

### PRESIDENT (FULL TIME OFFICER)

Carl Hentzelt  
VS.  
Roland Schmidt

### 2<sup>ND</sup> VICE PRESIDENT (EMPP)

Parminder Pannu  
VS.  
Chris Pilgrim

**EACH POSITION IS FOR A 3-YEAR TERM (APRIL 2021 – APRIL 2024)**

## FLOOR ELECTIONS

The following positions received no nominations and are up for floor nominations at the April 10 GMM. Each position is a 3-year term (April 2021 – April 2024). To qualify, a nominee must have 50% GMM attendance over the last 12 months.

### 4<sup>TH</sup> VICE PRESIDENT (RSMC)

### 5<sup>TH</sup> VICE PRESIDENT (AUXILIARY)

Garage, Maintenance,  
Registration, Wickets

## ACCLAIMED POSITIONS

### HEALTH & SAFETY (FULL TIME OFFICER)

Rashpal Sehmbly

### COMMUNICATIONS (TABLE OFFICER)

Natasha Fryzuk

## VOTING INFORMATION

### ADVANCED POLLS

Wed, March 31, 2021, 7am-7pm  
Local Office (Back Entrance Only)  
18121 107ave, Edmonton

### FINAL POLLS

Sat, April 10, 2021, 11am-5pm  
Local Office (Back Entrance Only)  
18121 107ave, Edmonton

**ELECTION RESULTS WILL BE ANNOUNCED AT THE SAT, APRIL 10, 6PM GMM**

## ELECTION & EXECUTIVE COMMITTEE GUIDELINES FOR THE 2021 LOCAL ELECTIONS

### 1. SAFETY IS A PRIORITY

Candidates, or their supporters, are not permitted to physically campaign in any facilities other than their own during this election. Our Local will not risk any liability for the spread of C19, and we want to guarantee the safety of not only our members, but also the candidates. Anyone wishing to help any of the candidates are encouraged to make arrangements with them to hand out materials, or campaign within their own facility on the candidate's behalf.

### 2. SAFE VOTING & VOTING TIMES

AHS guidelines will be maintained and enforced during voting, including physical distancing and proper mask usage. Those not observing health guidelines will not be permitted into the building.

**Affiliate Office Voting:** All affiliate offices will be sent a mail-in ballot instruction package.

**Voting Location:** Union Office (Back Entrance Only) – 18121 107 Ave, Edmonton, AB

**Advanced Voting Day:** Wed, March 31, 2021, 7am – 7pm

**Final Voting Day:** Sat, April 10, 2021, 11am – 5pm

**Election Results:** Sat, April 10, 2021, GMM, 6pm

### 3. AVAILABILITY OF CAMPAIGN MATERIALS

Candidates will be given clear deadlines by the Election and Communication Committees for submitting materials to be included in office mailouts, the local weekly dispatch email, website and Facebook posts, and the next newsletter. If a candidate doesn't submit their materials in time, they will not be included. *Candidates must finance their own campaign materials.*

### 4. PROMOTIONAL HELP ACROSS OFFICIAL CHANNELS

Our local Communications Officer, Natasha, has been delegated to post submitted promotional materials on behalf of the candidates on our website and Facebook group. She will liaise with the candidates to detail their options for how their material can be formatted for the website or prepared for the InsideOut newsletter. Candidates will have opportunities to be creative with their own material (pictures, videos, links, etc.) or have the Communications Committee provide basic formatting and proof-reading help if needed.

### 5. MEMBERS ON HIGH RISK LEAVE & OTHER CONCERNS

Any questions about our special C19 election guidelines, such as making arrangements for members on high-risk leave to vote, can be directed to Elizabeth ([grievance@cupwedm.net](mailto:grievance@cupwedm.net)) or Karry ([treasurer@cupwedm.net](mailto:treasurer@cupwedm.net)) at the local office (780-423-9000).

## A STATEMENT FROM THE COMMUNICATIONS COMMITTEE

The Communications Committee and Elections Committee provided all candidates with clear formatting requirements and the deadline (March 15th by 6 pm) for their campaign materials (newsletter submission and pamphlets). This was sent to all candidates on March 11th. Three of the four candidates met the deadline.

We initially said that late submissions would not be accepted, but both committees met again and agreed to

extend the deadline to accommodate a late submission in order to prevent any accusation or perception of unfair behaviour. This took up extra time and energy as we grappled with these concerns while we worked to meet our own deadlines to get this issue out before the elections.

We share this because we take pride in our work as a committee and hope that members respect all our efforts to get the work of the local done within reasonable timeframes. Moving

forward, we will be proposing changes to our Local Bylaws to enshrine irrefutable guidelines so there will be absolutely no confusion as to what is expected of candidates. We want to make volunteering to help with local elections less burdensome and stressful, and for those efforts to be valued and appreciated. Thank you for your understanding.

*The CUPW Local 730 Communications Committee*

**RE-ELECT**  
**ROLAND**  
**SCHMIDT**



**FOR PRESIDENT**  
**CUPW 730**

## COMRADES & FRIENDS

Due to C19, it has been far too long since I could safely hold my regular workfloor meetings and share the exciting ways our local has strengthened itself and fought for our members. I hope you'll grant me three more years to keep pushing our local, and all of CUPW, to become the credible, fighting force we need it to be to win.



### GROWING OUR LOCAL

By every metric, we're much stronger now than before I was elected. In the 10 months before C19 hit, I worked tirelessly to:

- ★ Hold 157 facility visits and over 250 workfloor meetings across all shifts sharing news and local initiatives;
- ★ Personally sign-up 800+ members to our contact lists and weekly email dispatches;
- ★ Prioritize member education (9 workfloor organizing courses, 3 steward courses, 2 advanced steward courses), recruiting 20+ new stewards and 80+ new activists;
- ★ Increase member engagement. GMM attendance grew from barely quorum (~20) to an average (pre-C19) of 70+ members (mostly new); and
- ★ Build a cross-Prairie ally network to expand our organizing-first reform strategy to other locals.



### NAVIGATING CRISIS

I'm very proud of the leadership our local office provided during the pandemic. With C19 shelving our organizing ambitions, I redirected my energy to:

- ★ Leverage the threat of a mass safety refusal into immediate anti-C19 protocols;
- ★ Maintain GMM and Exec functions while other locals are still without either;
- ★ Collaborate with our Health and Safety Officer, Rashpal, to update members on all C19 developments;
- ★ Redesign and help relaunch our website to become our main member resource and info hub; and
- ★ Skillfully amplify our struggles, concerns and demands in the media.



### FIGHTING FORWARD

I only want this position to the extent that our members are willing to continue supporting an organizing-first strategy to reform this union. If re-elected, I will fully commit my efforts to:

- ★ Maintain my standard of routine, thorough updates, across all mediums, on all local union news and events;
- ★ Immediately resume regular workfloor visits once the pandemic lifts;
- ★ Mentor more activists and aggressively promote and deploy advanced organizer training workshops to further boost our capacity to fight CPC;
- ★ Win more locals to our cause of reforming CUPW and pressuring National to devise a country-wide fight-back strategy; and
- ★ Expertly solidify, and lead, our local in the coming negotiation round and likely strike.

*If every local embraced, organized, and mobilized the collective strength of their membership, our union would be feared like lions instead of cowering like lambs. I'm asking for your support to keep fighting forward to finish what we've started, and to be the living proof of what's possible when our workfloors rise up!*

For endorsements and videos of my media interviews, workfloor meetings, and job actions, visit

**VOTEROLAND730.CA**

## CARL HENTZELT FOR PRESIDENT

With my experience on the Executive over the last 3 years, I've seen and helped to implement a lot of change. Something that was a pretty major change, but doesn't seem to get as much attention these days is how the Executive was restructured. I chaired the Executive Reformation Committee that proposed the new format that was adopted by the membership. One of the key design ideas was to have Officers to help support their Vice Presidents (ie. Chief Shop Stewards working with their respective Vice President). In the plant, this idea has been working fairly well. However, I haven't heard much from the other Vice Presidents about their Chief Shop Stewards, or even Shop Steward meetings happening. Currently the President's Office has been almost exclusively focused on Workfloor Organizing. This is a great thing to do and certainly needs attention. As President, I would be supportive of continuing efforts in this area. However, we need to also develop other areas, like getting all the new Shop Stewards the experience they need to be successful as Stewards. Workfloor Organizing has been very helpful with this. However, to be a well-rounded Steward, exposure to other aspects of unionism is needed too. Things like attending a 24 meeting with an experienced Steward, sitting in on a grievance hearing or consultation when the opportunity arises, etc. This is also how we help build secondary leadership. This is something that I worked hard to do previously as Grievance Officer, and would absolutely continue to do as President.



Something else I have noticed is a gap between inside workers, such as those in the Plant (EMPP) or Retail, and outside workers (RSMCs, LCs, MSCs, etc). While participating in the Building Power to Win campaign, one of the things we learn to focus on is listening to the concerns of the members we are talking to and looking for the natural leaders to help bring more members to our cause so we can all work together. It seems to me that this hasn't been as successful in the Plant as it has been for outside workers. While working as Grievance Officer, I had to learn a great deal about how things work in the Plant and what the concerns are there. This also gave me opportunity to work with several people from the Plant. As President, I would like to expand on this and look for more recruiting opportunities in the Plant. We also need to work on healing some of the past conflicts between the office and members who work in the Plant.

Similarly, RSMCs need more representation. It was wonderful that we managed to pass so many RSMC demand resolutions, but it was

disheartening that we won't be able to send a full slate of delegates on behalf of RSMCs to debate their demands. Again, more work on recruiting is needed. This means listening to their concerns and working on ways to include them.

Which leads me to the upcoming Negotiations and Regional Conference and National Convention; Last time around, I was on the Resolutions Committee at Regional Conference. This was a great opportunity to help support good resolutions and help to re-work other resolutions into even better composite resolutions. Now that we have passed so many resolutions locally, I think it's important to have experienced voices in that group. When that group gets bogged down with semantics, this is where my attention to detail and technicalities will help.

So, for all these reasons and plenty more that I didn't have room to write about, please vote for me, Carl Hentzelt, for Local President.



Executive  
Elections  
  
April 10,  
2021  
11am-5pm

• Voting at Union Office (back entrance only) 18121 107 Ave. •

# Elect Chris Pilgrim for 2<sup>nd</sup> Vice President (EMPP)

Advance  
Polls  
  
March 31,  
2021  
7am-7pm

Empower, Organize, Resist

Canadian Union of Postal Workers Local 730

Edmonton, AB



**M**y name is Chris Pilgrim and I'm running to be your 2nd Vice President (EMPP) of Local 730. I've been a postal worker for 14 years and have held many positions including Letter Carrier and Mail Service Courier. I'm currently a PO4 in the EMPP on Shift 1, where I serve the membership as a Chief Shop Steward.

During my time with CUPW, I, like many of you, have been through 4 bad contracts and legislated back to work twice. After our last lockout, something inside me changed and I took action. Knowing I wanted to be a part of the solution, I started attending GMMs and learned the inner workings of our local.

Inspired to help, I seized every opportunity I could. In short order, I completed the Basic Shop Steward course, the Taking Back Our Workfloor class, and the Advanced Steward course. I immediately became an active steward on my

## "I'm willing to put in the work, and to bridge the gap"

shift, honing my organizing skills regularly on the workfloor. By the time I was in my advanced training, I was simultaneously attending 1st level grievance hearings. Since then I've skillfully represented EMPP concerns on annual shift bid, vacation board, and rotation of duties consults.

### "I want to be part of the solution"

I'm an active member of our Communications, Bylaw, and Trustee Committees. I'm also an elected delegate to our next CUPW Regional Prairie Conference to finalize our negotiation demand resolutions, as well as the upcoming Alberta Federation of Labour convention. It's important that our delegates are working closely with our local and are willing to share their knowledge; I can be that strong voice for our EMPP members.

When COVID 19 hit, knowing that online resources would play a vital role in communicating with our membership, I happily stepped up to share my computer skills and help our current President, Roland Schmidt, to completely revamp and brand our website. Since then, traffic has risen to nearly 1000 unique, monthly visitors. Easy access to information empowers our members and makes our local stronger -- and I'm very proud of my part in building this resource!

I'm running for 2nd Vice President because I know I can make a difference in the lives of my Brothers, Sisters, and Cousins. My track record proves that I'm willing to put in the work, and to bridge the gap between the executive and the workfloor. Unity, though sometimes hard-won, is the only way we will see the changes we want. 



### ABOUT ME

*My name is Parminder Pannu ( Shop Steward ), Currently Working at EMPP Shift 3. I Got involved in Union Activities right after my hiring in 2001. Since Day one I realized the importance of Union and helped my fellow Brothers and Sisters on the floor, as a Shop Steward. I became Chief Steward in 2011 and availed all opportunities to get involved in many Consultations and Rotation of Duties at EMPP.*

*I have been an Executive member and also Covered the position of Vice President in 2019. As I got more involved the Urge to help my fellow workers, Grew more in me. Looking Forward to your help and Support.*



[Parmpannu8@gmail.com](mailto:Parmpannu8@gmail.com) 780 266 8001

### ENDORSEMENTS

As a Former V.P and Chief Shop Steward he has participated in and even led many consultations on the unions side against management. We totally need his knowledge and experience working for us Again. Vote for Strong representation, Vote for Parminder.

JOHN MC TAGGART, Shop Steward, EMPP

March 5th, 2021

To Whom it May Concern,

It has come to my attention that Parminder Pannu has decided to seek the Vice president position representing the members of CUPW Local. Please stand with me in voting for parminder for the position. I believe he is the right choice for the job.

Thank you,  
Don Melanson. ( MSC EMPP )

I think Parminder would be very good as Vice President of the EMPP. I find him to be very Knowledgable of the collective agreement. He knows the battles we have at the plant and is willing to fight for us. I support Parminder. and encourage everyone to vote for him.

Judy Cournoyer ( Shift 1 ) EMPP

I've known Parminder for ten years now, and I believe his knowledge, empathy, and past Experience make him great choice for vice president. He always stands for the best intrest of workers and is extremely supportive of union members.I am proud to Endorse him for vice President.

Jennifer Mei. MLOCR ( Shift 3)

### My Experience

1. Grievance Hearing
2. Sitting in the article 54 meetings
3. Being a part of every consultation in EMPP or rotation of duties.

*I've always been vocal on the floor for workers' rights. During my chief steward time I had the opportunity to cover for the Office of "Grievance Officer", "Health and Safety Officer" and Secretary Pressure Office and gained a lot of experience in doing so. During this time I also improved my skills by taking:*

1. Solidarity skills (level one and two).
2. Social steward.
3. Human rights investigation course.
4. Labour relations course.
5. Turtle Island (Aboriginal history in Canada).

*I've been vocal even with other Local Unions to Fight for their Rights, and also participated twice in regional and National conventions in Preparing Resolutions.*

*I've been organizing/Participating in Strikes/Lockouts as Picket Captain and organize to Occupy the Plant.*

*During the Campain "SAVE DOOR-TO-DOOR", I been going house to house, to Encourage people to stop CPC putting CMB's and getting support for the Cause.*

*In the Labor Movement I was a part of Edmonton District Labor Council" as an executive member of EDLC ( Edmonton District Council).*

*I have also Volunteered in " Millwoods Seniors Association".*

### ADVANCE POLL DATES

MARCH 31<sup>ST</sup> 2021 7:00 AM TO 7:00 PM  
ELECTION DAY APRIL 10<sup>TH</sup> 2021 11:00 AM TO 5:00 PM

AT THE CUPW UNION OFFICE  
18121 107 AVE EDMONTON, AB T5S 1K4

# NEGOTIATIONS 2022

## YOUR JOB, YOUR STRUGGLE, YOUR DEMANDS

# DEMANDS APPROVED

## BY CUPW 730 MEMBERSHIP

“CUPW has always chosen the approach of negotiating on the strength of its membership, with the understanding that it is not only because you have good arguments and a just cause that you win improvements for your members at the bargaining table. Only when the employer knows that you have the membership behind you and you are willing, if necessary, to fight can meaningful gains be won.”

-Jean-Claude Parrot, CUPW National President (1977-1992)

Throughout March, our local held numerous workshops educating members on the process of crafting and debating demands for upcoming negotiations with CPC. On March 7, our GMM focused on debating, and passing, 46 RSMC resolutions! I am so proud to see RSMC and Urban members working so closely together to allow for all the resolutions to be considered. On March 13, a special GMM passed 51 Urban resolutions. Over 80 members, split seven hours between the two GMMs exploring all the ways we can fight to make our jobs and lives better. A great big “thank you” to everyone for their commitment to this local!

Here is a simplified breakdown of the negotiation demand process starting with our local and going all the way to National bargaining:

1. Negotiation resolution are proposed, and debated, by locals at their own GMMs.
2. Resolutions approved by the GMMs are forwarded to their respective Regional conference.
3. Elected delegations from each local debate the resolutions

4. submitted to their respective Regional conference.
4. The National Exec combines all resolutions passed at Region Conference into a National program of demands.
5. The program of demands is presented back to all CUPW members for their review and ratification.
6. Once ratified, our negotiation teams present our collective demands to Canada Post to formally begin bargaining.
7. Any contract proposal by CPC that honors our bargaining objectives is presented to membership for a certification vote (creating a new collective agreement).
8. On the other hand, if CPC is unwilling to bargain, a strike vote may be presented to the membership in order to create more leverage to achieve our demands.

This is a very deliberate, detailed process clearly set out in Article 6 of our CUPW National Constitution. By approaching bargaining in this way, we enshrine the democratic spirit of our union and commit to the principle that

our power at the bargaining table comes directly from the collective support of our membership.

In Solidarity,

*Karry Biri*  
Secretary-Treasurer, CUPW 730 –  
Edmonton & Affiliates

### SUMMARY OF CUPW 730 URBAN NEGOTIATION DEMAND RESOLUTIONS

Full Urban resolution package including all language and amendments is [here](#).

#### Big Picture

- RSMCs to be added as Group 5 into Urban collective agreement, gaining all Urban benefits and protections, while maintaining their own assignment bidding lists and accumulated, continuous seniority.
- Postal banking to be a primary, unconditional, bargaining demand that we will strike to achieve.

- Reinstigate postal banking services and create postal banking clerk positions.
- Green New Post Office. Make all CPC facilities and fleet vehicles carbon-neutral.
- Create service and time-values for a vulnerable person’s check-in program.
- CPC provides broadband internet services to compete with telecom corporations.

#### Wages & Benefits

- All future wage increases to be, at minimum, 4% and exceed annual cost of living.
- End two-tiered wage system.
- Substantially increase medical and therapeutic health benefit coverage.
- All benefits to be direct-billed to provider.
- \$1000/year health spending account, and increased benefits for temps.
- Increased shift premiums.
- \$400/year for boot & glove allowance.
- Pregnant employees to receive uniform reimbursement of \$250 per pregnancy.
- Out-of-country medical coverage to be extended and increased.

#### Work Methods & Staffing

- All letter carrier and MSC restructures must be approved by CUPW in order to be implemented.
- SSD (separate sort from delivery) to be immediately cancelled with all work reverted back to previous method.
- All new trainee programs to be consulted on, and approved by, CUPW before application.

- Single delivery parcel dimensions to not exceed 50lbs and 3 meters (one length).
- Creation of team-lift classification to handle processing and delivery of all oversized parcels.
- All letter carrier walks to have fully updated edit books, pull-charts, maps, and case strips at all times.

#### Seniority & Leave

- Each employee to receive three mental health leave days a year to be used as desired.
- 12 day/year menstruation or menopause leave.
- Personal days to be increased to 15 days, and allow for accumulation of 25 days.
- Group 1 to be allowed to bid on all 52 vacation weeks (instead of the current 48).
- Allowance to cancel vacation leave within three days (or more) from scheduled date.
- Domestic violence leave be added to reasons for paid special leave.
- Temp Peak-season hours to count towards probation and 1000-hour wage increases.
- Bereavement leave to be extended to aunts, uncles, and in-law siblings, and be changed to five working (not calendar) days, as well as include miscarriages and stillbirths.
- That a special leave of five working days be created for separation from a common-law partner or spouse.

#### Miscellaneous

- CUPW to have elected members of CUPW be appointed to the CPC Board of Directors.
- Parkas and insulated pants to be added to the uniform allotment for groups 1, 3 & 4.

- All employees entitled to high visibility safety jackets.
- Change all collective agreement language to be gender neutral.
- All human rights grievances to be expedited.

### SUMMARY OF CUPW 730 RSMC NEGOTIATION DEMAND RESOLUTIONS

Full, adopted, RSMC resolution package including all language and amendments is [here](#).

#### Big Picture

- RSMCs to be added as Group 5 into Urban collective agreement, gaining all Urban benefits and protections, while maintaining their own assignment bidding lists and accumulated, continuous seniority.

#### Wages & Benefits

- All medical benefits to be doubled and indexed annually with the cost of living.
- Each member to receive a \$1000/year health spending account.
- All benefit costs will be direct billed to our provider.
- All RSMCs to be paid for admail per piece as per the Urban collective agreement.
- Meal allowance equal to Urban members.
- PREs and OCREs to receive additional \$5/hour benefit for the route they are covering.
- OCREs to be included, and move up, in the wage progression chart.
- \$400/year for boot & glove

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# RESOLUTIONS

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allowance.

## Work Methods & Staffing

- CPC to be responsible for covering all staff absences (no more self-hired helpers).
- Any travel to another facility from home facility receives paid drive-time and km.
- Route measurement system to meet, or exceed, standards of the letter carrier system.
- Route holders can no longer be forced to sort, or deliver, additional days mail, or be forced to accept additional work.
- Second trips no longer mandatory. If voluntarily performed, they are to be paid per parcel rate and include km reimbursement and drive time.
- CPC to provide all RSMCs with corporate vehicles, just like Urban members, and that right hand

drives be available for routes with rural mailboxes.

- Parcels not to exceed 50lbs or three meters.

## Seniority & Leave

- PREs to receive 6% of annual income by way of annual leave.
- Any RSMC classification to receive a uniform allotment.
- Improve personal day flexibility, and increase number of days to 15.
- Domestic violence leave be added to reasons for paid special leave.
- Quarantine leave (Urban 21.06) be added to the RSMC agreement.
- Vacation leave restored in case of various leave scenarios (high risk, bereavement, etc.)
- Bereavement leave extended to five working days, and include aunts, uncles, and in-law siblings, as well as for miscarriages or stillbirths.
- Separation leave to be added to marriage leave and extend both to five working days.

- Right to cancel schedule cancelled vacation leave.
- Any member going supervisor to immediately lose all their seniority
- 12 day/year menstruation or menopause leave.

## Miscellaneous

- RSMCs receive Urban article 33 in its entirety, including the right to refuse unsafe work.
- Increased rights for social stewards.
- Paid RSMC participation in grievance hearings and arbitrations (just like Urban).
- CPC extend Article 54 of the Urban CA (accommodation due to injury).
- Gender neutral language be instituted in all new contracts.
- RSMC members receive Health & Safety (DD) and Human rights (HH) training as per Urban agreement. 📄



Local General Membership Meeting in pre-COVID 19 days. Remember those?

# BUILDING POWER TO WIN: UPDATE

By Devon Rundvall, VP Organizing

By now I hope you have heard about Building Power to Win, CUPW's nationwide campaign to prepare our union – you and your co-workers – for our next round of contract negotiations. You may have already taken part in the first stage of the project: the member survey.

This first step is an important one. Not only does it let CUPW national leadership hear from the members, it also gives members the opportunity to reflect on their working lives and see what they think needs improving. Is it wages? Is it more time off from work to

recover or to enjoy time with friends and family? What about benefits – have you seen the dentist lately? How much did that cost you?

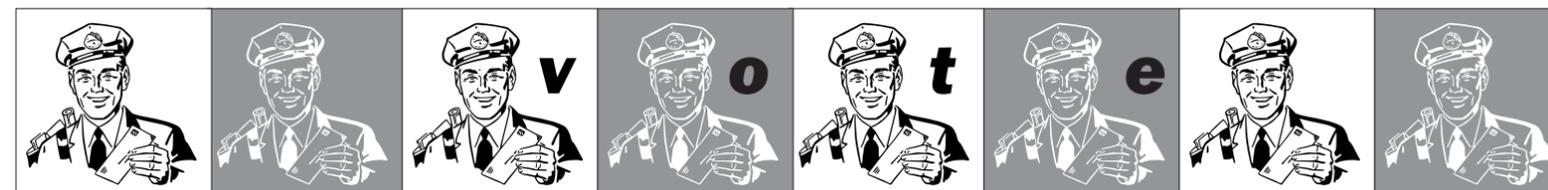
After doing a number of these surveys already, I'm finding it interesting to see what people are excited to try to change. Even the most content cousins I know have areas that they want to see improved. One of the more shocking things I've been hearing is how many people want to see workers have more control over the policies and procedures on their work floors.

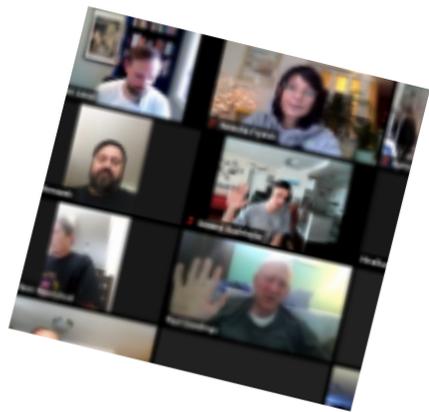
It will be interesting to see how this develops as we get closer to the

expiration of our current contract. After the surveys are compiled, we will be returning to have further discussions with you regarding how we can see those wishes become a reality. It won't be easy, but if we can connect those ideas to a practical plan, we are more than capable of making Canada Post a better place to work. 📄

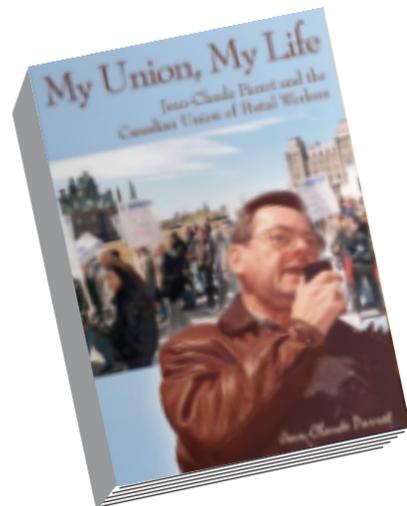


...or how about Workfloor Organizer Classes. Like in Grande Prairie, February 2020. Seems like yesterday, right?





# VIRTUAL EVENTS ADVANCE THE STRUGGLE



There's no question that 2020 threw a wrench in our gears and impacted our local's organizing momentum, but we were able to pivot and adapt our approach to expand our COVID-safe online presence with digital education opportunities.

So far in 2021, we have successfully hosted one webinar series, Welcome to CUPW. In January, I collaborated with Brother Devon Rundvall, our 1st VP Organizing, to adapt this three-day course into a three-session Zoom webinar. Attendees ranged from brand new hires to members with years of experience, and they joined us from various locals.

This was our first crack at adapting a classroom course to be done online. The learning curve was steep, but the effort was worthwhile. Even without COVID-19 restrictions, I can see much benefit in continuing to adapt union educational material for a digital environment. Our local is physically spread out and hosting virtual learning events makes the material more accessible for more members within and outside of our local. (It was great solidarity-building to have people logging in at 10 am on a Sunday morning from the comfort of their homes!)

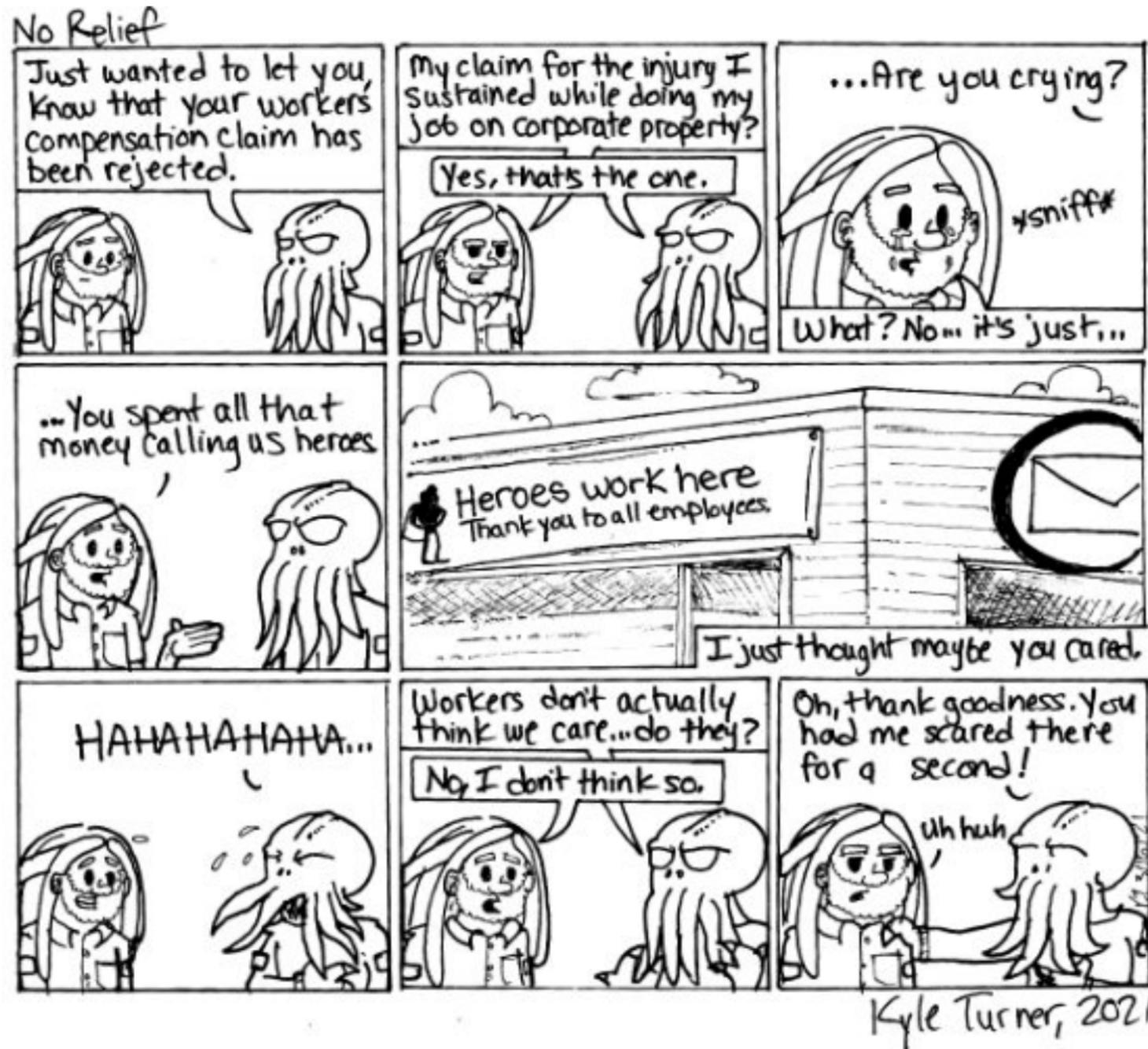
Currently, we are in the midst of a six-week online History Reading Group focused on "My Union, My Life" by former CUPW National President Jean-Claude Parrot. Brother Todd Vipond, Chief Steward Maintenance, and I co-host the weekly study of Brother Parrot's autobiography and we've been bringing together members from coast-to-coast to explore the most active and organized period in CUPW history.

The lessons in Brother Parrot's book show us how CUPW members have, on numerous occasions, defied their own leadership and the federal government to make tremendous gains for themselves and other workers. These lessons are invaluable as we prepare for a new round of negotiations with CPC and implement National's Building Power to Win campaign. We are poised for a worthwhile struggle to protect and improve our own jobs, as well as revitalize the Canadian labour movement.

Over the last two years, our local has put emphasis on organizing, work floor action, and clear communication, and this has paid off. In both the webinar and the reading group, we have heard from members from across the country who feel isolated, unheard, and who want the opportunity to engage with other members to bring renewed energy to their own work floors. Offering these virtual learning opportunities as part of our local's larger organizing vision is a step forward in building solidarity within our membership and across the country.

Registration is still open for the History Reading Group! Register and join us when you can: find all the details at [cupw730.ca](http://cupw730.ca).

By *Natasha Fryzuk*, Communications Officer



Hey, you should vote



# IN MEMORIAM BILL MACDONALD

## PASSING OF A PIONEER POSTAL WORKER AND UNION LEADER

**B**ill MacDonald (right, in photo) passed away in Edmonton on February 19th, 2021. Bill's career as a Letter Carrier spanned four-decades. He was a leader of both the Letter Carriers Union of Canada (LCUC) Local 15 and the Canadian Union of Postal Workers (CUPW) Edmonton Local 730.

Bill worked as a Railway Mail Clerk in the 1950s, sorting mail on the train between Calgary and Revelstoke. As a Letter Carrier in Edmonton in 1965, he attended a meeting of Local 15 and was part of an effort to have the Local join the escalating national strike that was led by locals in Montreal, Toronto, and Vancouver. He was ruled out of order and then went out to Aubrey's Books and bought a copy of "Bourinot's Rules of Order." Ten years later, Bill was President of Local 15.

Bill continued on the Local 15 Executive through the 1980s. When the merger of CUPW and LCUC approached in 1989, Bill served on the Merger Committee and Joint Local Bylaws Committee in Edmonton. Afterwards, Bill served on



the CUPW Prairie Regional Disciplinary Committee until his retirement in the early 1990s.

After that, Bill continued as an active Lifetime Member and organized the Local Retirees Committee with his friend Larry Jones (who was from what was then known as Station M) and his partner Sandy MacDonald (an activist in her own right and long-time Shop Steward who led the 1974 wildcat in

Edmonton over the pay rate for the new classification of "coders").

Brother Bill MacDonald was a life-long trade unionist and activist and he will be sorely missed.

*In Gratitude and Solidarity,*

*Greg McMaster  
President, CUPW 730, 1990-2003*



**YOUR MOST UP-TO-DATE INFO SOURCE**

**TWITTER @CUPW730 FACEBOOK.COM/CUPW730**

**YOUTUBE: CUPW LOCAL 730 - EDMONTON & AFFILIATES**

**NEWSLETTER E-MAIL: COMMUNICATIONS730@GMAIL.COM**

## SOLIDARITY STYLE OFFICIAL CUPW 730 SHIRTS



**To order:** email [union@cupwedm.net](mailto:union@cupwedm.net) with your shipping address and size. Please note that the XS-L shirts are a more tight fit. The XL-XXL sizes fit as normal. All extra proceeds from a 'comrade' sale goes to our local Goods & Welfare Committee to help members facing sudden hardship.

**REGULAR - \$30  
COMRADE - \$40  
SHIPPING - \$5**

# CUPW 730 EDMONTON & AFFILIATES LOCAL EXECUTIVE ELECTIONS

**ADVANCE POLLS**  
**WEDNESDAY MARCH 31, 2021**  
**7:00 AM > 7:00 PM**

**FINAL POLLS**  
**SATURDAY APRIL 10, 2021**  
**11:00 AM > 5:00 PM**

**IN PERSON \*COVID-19 PROTOCOLS IN PLACE\***  
**@LOCAL OFFICE (BACK ENTRANCE ONLY)**  
**18121 107 AVE., EDMONTON**

## GENERAL MEMBERSHIP MEETING

**VIA VIDEO CONFERENCE**  
**SATURDAY, APRIL 10, 2021**  
**6:00 PM > 8:00 PM**

**REGISTER @ [CUPW730.CA](https://cupw730.ca) > CALENDAR**  
**DEADLINE: APRIL 9, NOON**

